

The state of Montana received a Community Transformation Grant to promote healthy lifestyles and communities, especially among populations experiencing the greatest burden of chronic disease. This grant will help improve health, reduce health disparities and lower healthcare costs. The Community Transformation Grant is unique in that it empowers local communities with resources, information and flexibility to make residents healthier. The state of Montana is charged with transforming communities at the ground level in order to have a major impact on its citizens' health.

The overall Community Transformation Plan outlines the development and implementation of six activities by 2016. One of the six is centered on reaching Montana's largest employers and supporting them in adopting evidence-based worksite wellness policy to reach and affect the largest possible number of Montana employees in four areas: opportunities for employees to participate in physical activity during the workday; support for working mothers who breastfeed – including room and time for employees to pump and store breast milk; nutritional standards for foods and beverages provided at the worksite; and offering of tobacco cessation services and/or establishment of tobacco-free campuses at worksites. Montana's largest 122 employers (those with 250 or more employees) make up 16.8 percent of the workforce (September 2011 Employment Data), which is one justification for the focus on large employers in order to have the greatest reach and impact.

Project Aims	Increase adoption of evidence-based standards to improve healthy eating, physical activity, breastfeeding promotion and tobacco cessation in Montana's largest worksites (with 250 or more employees).
Project Description	Provide incentives and technical assistance to large Montana employers in adopting written, evidence-based worksite wellness policies. Build momentum and broader awareness of the value of worksite policy change and implementation.
Current Stakeholders	Current subawardees include: <ol style="list-style-type: none"> 1. Barrett Hospital 2. Central Montana Medical Center 3. City of Missoula 4. Community Hospital of Anaconda 5. Diocese of Helena 6. Employee Benefit Management Services 7. Flathead County 8. Lewis & Clark County 9. Livingston Healthcare 10. Missoula City-County Health Dept 11. North Valley Hospital 12. RiverStone Health 13. Sidney Health Center 14. Toole County
Measuring Success	By September 29, 2016, increase from 0 to 193,000 the number of Montana's employees with worksite-based access to the four evidence-based standards.
Accomplishments	Completed outreach to all 122 large employers using a Department of Labor data base, conducted two informational webinars and completed recruitment, screening and awards to 10 large employers. With all current sub-awardees successfully adopting one or more model policies, this project has reached approximately 5,600 Montana employees in the first grant year.

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Challenges	Should Montana CTG focus the full 5 years on maximizing the number of large employers implementing these evidence-based worksite standards to achieve the best reach? Or is it best to move into the next tier of large employers (those with 50 to 249 employees) constituting an additional 27.7% of the workforce? Issue: smaller employers are often less able to invest the needed staff and resources into meaningful policy change in these areas over the time needed to get a return on investment.
Next Steps	Recruit and make awards to a second and third round of Montana's large employers.



FOR MORE INFORMATION, CONTACT:

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